



DEPARTMENT OF VETERANS AFFAIRS
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DIVERSITY@WORK

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Q&A: Deputy Secretary Mackay Talks Diversity

Part II of our interview with Dr. Leo S. Mackay, Jr., Ph.D., Deputy Secretary of VA. He discusses managers' roles in ensuring diversity and offers key advice for moving into leadership positions at VA.

Q: Secretary Principi stated in our January Q&A that, ultimately, managers will be responsible for VA meeting its diversity goals. Is there a plan in place for this?

Dr. Mackay: Yes, we hold monthly managerial performance reviews to check our socioeconomic goals and to gauge progress in addressing staff underrepresentation issues. We examine the trends and data and are holding managers responsible for diversity at VA.

Q: What advice do you have for women and minorities seeking advancement into leadership positions at VA?

Dr. Mackay: Advancement requires a combination of education, experience,

and what's referred to in the Navy as "sustained superior performance."

You have to manage your career. Take care of the fundamentals: Put in the time to do an excellent job, build a track record of solid performance, and develop a deep expertise in your field. Outperform your peers. Study for an advanced degree. Learn more about the organization and develop a breadth of experience. Employees interested in pursuing executive positions should also look into the Leadership VA Program.



There are no short cuts--it takes 10 to 12 years to acquire 10 to 12 years of experience. If you labor in the vineyard and you labor well, you have to trust that your organization will recognize your worth. If you're doing an excellent job, you'll be noticed. But if you find that your organization doesn't recognize your worth, it may be time to move on to one that will. ■

CELEBRATE!

Women's Equality Day: August 26

The 19th Amendment granting women the right to vote was certified as part of the U.S. Constitution on August 26, 1920. It was the culmination of a 72-year-long civil rights movement that originated at the world's first women's rights convention held in Seneca Falls, New York, in 1848.

The U.S. Congress designated August 26 as Women's Equality Day in 1971 to

honor women's continuing efforts toward full equality. Spearheading the effort was Representative Bella Abzug (D-NY).

To learn more about Women's Equality Day, visit the National Women's History Project Web site, www.nwhp.org. For information on VA's Federal Women's Program, contact Wanda Jones at (202) 273-5848.

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Bookmarks

- National Image, Inc.
www.nationalimageinc.org
- Computer/Electronic Accommodations Program
www.tricare.osd.mil/cap
- American Indian Science & Engineering Society
www.aises.org
- Association of Black Cardiologists
www.abccardio.org
- U.S. Department of Labor Women's Bureau
www.dol.gov/wb
- Association of Asian Pacific Community Health Organizations
www.aapcho.org

FIELD NOTES

News You Can Use



Pictured above: two showcased entries from last year's NVCA event.

Mark Your Calendars

What: National Veterans Creative Arts (NVCA) Festival
When: October 21-28, 2002
Where: Minneapolis VAMC

The National Veterans Creative Arts Festival continues to evolve each year as it showcases the artistic achievements of veterans from across the country in art, music, dance and drama. Each festival features an art exhibit with first-place artwork from 43 categories. A live stage show, complete with orchestral accompaniment provided by the Recording Industries Music Performance Trust Fund, is performed by veterans who are first-place winners in a variety of competition categories ranging from music, drama, and dance.

Art workshops with local community artists are offered during the festival week for participants and staff. There is no competition at the festival; it's strictly a showcase for previously judged gold-medal winners.

► More info: www.va.gov/vetevent/caf/2001caf

Interns Among Us

VA welcomed 83 college students to the 2002 Summer Intern Program on June 3, 2002. Thirty-seven interns are in Washington, DC, and 46 are working at field facilities. The program ends on August 9.

► More info: Contact Lorena Ruley at (202) 273-4938.

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#### New Reasonable Accommodation Directive and Handbook

VA has established procedures for processing reasonable accommodation requests of people with disabilities. This new policy defines what constitutes a request for accommodation, outlines the filing guidelines for applicants, and summarizes the procedures that must be followed when a request is received. A copy of the new Directive and Handbook will soon be available electronically on the Office of Human Resources and Management Web site (<http://vawww.va.gov/ohrm>).

To join our free weekly e-news service, send an e-mail to [dmeeo@mail.va.gov](mailto:dmeeo@mail.va.gov) with the words **SUBSCRIBE NEWSLINK** in the subject line.

## SPOTLIGHT

### White House Executive Order 13171 on Hispanic Employment

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#### For More Info

To learn more about Executive Orders, visit [www.va.gov/dmeeo](http://www.va.gov/dmeeo) and click on the White House Initiatives link.

Executive Order 13171, Hispanic Employment in the Federal Government, was signed on October 12, 2000, "to improve the representation of Hispanics in Federal employment, within merit system principles and consistent with the application of appropriate veterans' preference criteria, to achieve a Federal workforce drawn from all segments of society."

Executive Order 13171 calls for Departments and agencies to establish and maintain programs that support

the recruitment and career development of Hispanics. This includes assessing and eliminating systemic employment barriers, improving outreach efforts, and training managers and supervisors in diversity management, among other measures.

To view OPM's *2001 Report to the President on Hispanic Employment in the Federal Government*, visit [www.opm.gov/diversity/hispanic/2001Report2Pres00.htm](http://www.opm.gov/diversity/hispanic/2001Report2Pres00.htm).

## INSIDE STORY

### VA FY01 Workforce Change Report

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*The following is an excerpt from the VA FY01 Workforce Change Report, published by DM&EEO. This publication provides an analysis of VA employment during FY01 with particular emphasis on trends by race, ethnicity, and gender, as required by EEOC Management Directive 714.*

#### Overview of the Department of Veterans Affairs

**Population.** There were 202,995 permanent employees in VA at the end of FY01, down from 213,189 at the end of FY96.

**Turnover.** During FY01, VA hired 16,228 people, up from 12,283 hired in FY00. It also separated 17,457 people down, from 18,028 separated in FY00. At the end of FY01, VA has 26,599 employees eligible for retirement; an additional 63,781 will become eligible over the next 4 years.

**Onboard Representation of VA staff.** Whites 63.24 percent; Women (counting all race and ethnic groups) 57.29 percent; Blacks 24.20 percent; Hispanics 6.30 percent; Asian Americans 5.36 percent; and American Indians 0.86 percent.

**Leadership Pipeline.** There were 8,171 employees in Grade 13 (38.63% women, 18.10% minorities); 2,980 in Grade 14 (32.04% women, 17.71% minorities); and 12,035 in Grade 15 (24.21% women, 26% minorities).

**Disabilities.** In FY01, VA employed 14,014 (6.90%) people with disabilities and 3,185 (1.57%) people with targeted disabilities. VA also employed 15,296 (7.54%) disabled veterans, up from 14,688 (7.46%) in FY00.

#### % Change in Representation, 9/30/00 to 9/30/01

|                         |                          |
|-------------------------|--------------------------|
| Women: + 0.24           | Blacks: + 0.05           |
| Asian Americans: + 0.17 | American Indians: + 0.03 |
| Hispanics: + 0.12       | Whites: - 0.37           |

The VA FY01 Workforce Change Report is available online at [www.va.gov/dmeeo/publications](http://www.va.gov/dmeeo/publications). For more information, contact Mike Dole at (202) 273-5888.

## SPECIAL EMPHASIS

### Camp Chaparral: Building a Healing Community in VISN 20

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*In order to work more effectively with veterans, we must be aware of ourselves first.*

~Camp Chaparral tenet



On restricted grounds of the Yakama Indian Nation in the foothills of Mount Adams in south central Washington State, about 100 people meet to focus on the way veterans care and service is provided, not just how to provide that care or service.

This is the week-long Camp Chaparral, an annual “cultural immersion” that brings together VA staff, Native American veterans, and other veterans to meet and explore issues regarding quality service to people of diverse backgrounds. The program sprang from a 1990 collaboration between the Northwest Indian Veterans Association and the Northwest Interagency Policy Council for Native

American Veterans. In 1992, the Yakama Nation granted use of its lands for a program that would help influence values of respect, patience, and knowledge of Indian Spirituality.

According to Garnet Brockman, Training Coordinator at the VA Regional Office in Seattle, Camp Chaparral helps participants explore how to listen to others, respect the importance of family in the healing process, and hear the needs of other cultures. “It’s truly a public service,” he says.

Secretary Principi signed an award that will be presented to the Yakama Nation at this year’s event “for providing a unique opportunity for VA caregivers and decision makers to experience and learn from Native American customs in order to be better servants to all veterans and employees.” The award will be presented in the presence of Native American elders, leaders, and the community.

For further information on the program, contact Garnet Brockman at (206) 220-4186.

## Diversity@Work

Newsletter published bimonthly  
by the Office of  
Diversity Management & Equal  
Employment Opportunity.  
To subscribe or unsubscribe,  
send an e-mail request to  
[dmeeo@mail.va.gov](mailto:dmeeo@mail.va.gov).

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(See our Web site for  
staff e-mail addresses.)

### COMING SOON

- Read our interview  
with Dr. Jacob  
Lozada, Assistant  
Secretary for  
HR&A
- Celebrate National  
Hispanic Heritage  
Month
- Catch up on fall  
calendar events
- Discover more  
news, tips, and  
tools

## DM&EEO ONLINE

The mission of the Office of DM&EEO is to provide leadership in creating and sustaining a diverse workforce free of discrimination at the Department of Veterans Affairs. Here's a sampling of new

online tools that can help you promote workplace diversity and enhance the employment of women, minorities, veterans, and people with disabilities:

- *VA FY01 Workforce Change Report*
- Workforce Analysis training video excerpt
- Special observance resources

Bookmark our site; we're here to serve you.



## 2002 CALENDAR

### Independence Day July 4

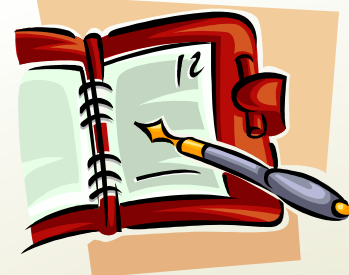
**NAACP National Convention**  
July 6-11  
Houston, Texas  
[www.naacp.org](http://www.naacp.org)

**22nd National Veterans  
Wheelchair Games**  
Cleveland, Ohio  
July 9-13  
[www.va.gov/vetevent/nvwg/2002](http://www.va.gov/vetevent/nvwg/2002)

**National Leaders' Conference**  
July 15-18  
Atlanta, Georgia  
[www.national-leaders-conference.org](http://www.national-leaders-conference.org)

**Organization of Chinese Americans National Convention**  
July 25-28  
Salt Lake City, Utah  
[www.ocanatl.org](http://www.ocanatl.org)

**Women's Equality Day**  
August 26  
[www.va.gov/dmeeo/wed.htm](http://www.va.gov/dmeeo/wed.htm)



*Looking ahead:*

**HBCU Week**  
September 15 – 19  
[www.va.gov/dmeeo/hbcuw.htm](http://www.va.gov/dmeeo/hbcuw.htm)

**Hispanic Heritage Month**  
September 15-October 15  
[www.va.gov/dmeeo/hispanicheritage.htm](http://www.va.gov/dmeeo/hispanicheritage.htm)

**National Disability Employment Awareness Month**  
October  
[www.va.gov/dmeeo/nationaldisabilityemployment.htm](http://www.va.gov/dmeeo/nationaldisabilityemployment.htm)

*For more events, visit our Web site  
and select the Calendar link.*